## **Instructions for Completing Utilization Worksheet**

Users are limited to entering data into specific cells (dark yellow).

## See http://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm

Enter the annual salary range to the nearest \$1,000 for all employees in that category. Where applicable, annualize hourly rates based on 2,080 hours per year, rounded to the nearest \$1,000.

Enter the number of male and female employees in each group W–White, Al/AN–American Indian/Alaska Native, B–Black or African American, H/L–Hispanic or Latino, A–Asian American, NHOPI–Native Hawaiian and Other Pacific Islander, or Multi–Multiracial.

Enter the availability of male and female employees for each group based on workforce data. Cite the source of this data in the notes at the bottom of the spreadsheet. See Section 2.2.4 of EEO Circular for more information.

Any underutilization is calculated automatically and highlighted in **red**. For any categories showing underutilization, enter agency plans to address percent of utilization over the next four years. In notes field, explain any anticipated impediments in addressing underutilization and other information.

# **Group Codes**

W White

AI/AN American Indian/Alaska Native

B Black or African American

H/L Hispanic or Latino A Asian American

NHOPI Native Hawaiian and Other Pacific Islander

Multi Multiracial

# **Total Workforce Codes**

WM White Male
MM Minority Male
WF White Female
MF Minority Female

A	В	С	D	Е	F	G	Н	1	J	K	L	М	N	0	Р	Q	R	S	Т	U	V
1 Job Category	Salary Range		To	otal Workfor	ce					Ma	ile .						Fem	nale			
2 Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	Al/AN	В	H/L	Α	NHOPI	Multi	w	Al/AN	В	H/L	Α	NHOPI	Multi	i
3 1 - Officials & Administrators	(, , , , , , , , , , , , , , , , , , ,																				
4 Current Workforce	00-70,000	9	3	3	0	3	3		3					-		2		1			<entry< td=""></entry<>
5 Percent in Category	^Entry		33.3%	33.3%		33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	11.1%	0.0%	0.0%	<u> </u>
6 Percent of Availability	,						81.3%	0.7%	12.7%	2.6%	0.0%	0.0%	0.0%	71.9%	0.0%	9.4%	1.1%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
9 Percent Underutilized														72%							<u> </u>
10 Underutilized (Yes/No)							1	No	No	No	No	No	No	Yes	No	No	No	No	No	No	
11 Number Needed to Reach Parity									-		-	-	-	6	-		-			-	ĺ
12 Planned percent increase Year 1																					<entry< td=""></entry<>
13 Planned percent increase Year 2																					<entry< td=""></entry<>
14 Planned percent increase Year 3																					<entry< td=""></entry<>
15 Planned percent increase Year 4																					<entry< td=""></entry<>
16																					<b></b>
17 2 - Professionals 18 Current Workforce	00-70.000	17	_	9	_	7	4		0												<entry< td=""></entry<>
	^Entry	17	1	·	0		7	0.00/	9	0.00/	0.004	0.00/	0.00/	0.00/	0.00/	11.00/	0.00/	0.00/	0.004	0.00/	<entry< td=""></entry<>
19 Percent in Category 20 Percent of Availability	^Entry		5.9%	52.9%		41.2%	5.9% 64.2%	0.0%	52.9% 24.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.2% 18.6%	0.0% 2.3%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
23 Percent Underutilized							64.2%	0.0%	24.4%	2.3%	0.0%	0.0%	0.0%	50.5%	0.0%	18.6%	2.3%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
24 Underutilized (Yes/No)							l .	No	No	No	No	No	No	51%	No	No	No	No	No	No	<b> </b>
25 Number Needed to Reach Parity							l .				NO	NO	NO	Yes	NO					NO	<del>                                     </del>
26 Planned percent increase Year 1								-	-		-	-	-	8	-	-	-	-	-		<entry< td=""></entry<>
27 Planned percent increase Year 2																					<entry< td=""></entry<>
28 Planned percent increase Year 3							-														<entry< td=""></entry<>
29 Planned percent increase Year 4							l														<entry< td=""></entry<>
30																					·y
31 3 - Technicians																					
32 Current Workforce	00-70,000	19	2	17	0	0	2		16				1								<entry< td=""></entry<>
33 Percent in Category	^Entry		10.5%	89.5%			10.5%	0.0%	84.2%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1
34 Percent of Availability							57.1%	0.0%	25.0%	9.5%	0.0%	0.0%	0.0%	39.3%	0.0%	22.6%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
37 Percent Underutilized										10%				39%		23%					
38 Underutilized (Yes/No)								No	No	Yes	No	No	No	Yes	No	Yes	No	No	No	No	
39 Number Needed to Reach Parity								-	-	1	-	-	-	7	-	4	-	-		-	1
40 Planned percent increase Year 1																					<entry< td=""></entry<>
41 Planned percent increase Year 2																					<entry< td=""></entry<>
42 Planned percent increase Year 3																					<entry< td=""></entry<>
43 Planned percent increase Year 4																					<entry< td=""></entry<>
44																					

2 Juse EGO-4 (8XX,000-XX,000) All WM MM WF MF MF W AIAN B H.L. A NHOP! Multi W AIAN B H.L. A NHOP! Multi 46 Current Workforce 46 Current Workforce 47 Percent in Catagory 48 Percent Catagory 49 Percent Catagory 49 Percent Catagory 40 Percent Catag	A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U	V
2   Jose EGO-4	1 Job Category	Salary Range		To	otal Workfor	ce					Ma	ale						Fer	nale			
## Current Workforce ## Corp.   Person of Catagory   Person of Catagory	2 Use EEO-4		All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	
All Percent in Category	45 4 - Protective Service																					
88   Percent Of Availability   58-176   1976   25-678   7.0%   0.0%	46 Current Workforce	00-70,000	31	1	20	1	9	1		20					1		9					<entry< td=""></entry<>
State   Control   Contro	47 Percent in Category	^Entry		3.2%	64.5%	3.2%	29.0%	3.2%	0.0%	64.5%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	29.0%	0.0%	0.0%	0.0%	0.0%	
No	48 Percent of Availability							58.1%	1.9%	25.6%	7.0%	0.0%	0.0%	0.0%	25.6%	1.9%	23.3%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
33   Number Needed to Reach Parity   5   Planned percent increase Vear 2   5   Planned percent increase Vear 3   5   Planned percent increase Vear 3   5   Planned percent increase Vear 4   7   Planned percent increase Vear 4   Planned percent increase Vear 5   Planned percent increase Vear 4   Planned percent increase Vear 4   Planned percent increase Vear 3   Planned percent increase Vear 4   Planned percent increase Vear 4   Planned percent increase Vear 5   Planned percent increase Vear 5   Planned percent increase Vear 5   Planned percent increase Vear 6   Planned percent increase Vear 7   Planned percent increase Vear 7   Planned percent increase Vear 7   Planned percent increase Vear 8   Planned percent increase Vear 9   Pla	51 Percent Underutilized										7%				22%							
Set   Planned percent increase Year 2	52 Underutilized (Yes/No)								No	No	Yes	No	No	No	Yes	No	No	No	No	No	No	
SF Planned percent increase Year 2   SF Planned percent increase Year 3   SF Planned percent increase Year 4   SF Planned percent increase Year 5   SF Planned Percent increase Year 6   SF Planned Percent increase Year 6   SF Planned Percent increase Year 1   SF Planned Percent increase Year 1   SF Planned Percent increase Year 2   SF Planned Percent increase Year 2   SF Planned Percent increase Year 3   SF Planned Percent increase Year 4   SF Planned Percent increase Year 4   SF Planned Percent increase Year 3   SF Planned Percent increase Year 4   SF Planned Percent increase Year 3   SF Planned Percent increase Year 3   SF Planned Percent increase Year 4   SF Planned Percent increase Year 4   SF Planned Percent increase Year 3   SF Planned Percent increase Year 3   SF Planned Percent increase Year 3   SF Planned Percent increase Year 4   SF Planned Percent increase Year 3   SF Planned Percent increase Year 4   SF Planned Percent increase Year 5   SF Planned Percent increase Year 6   SF Planned Percent increase Year 6   SF Planned Percent increase Year 6   SF Planned Percent increase Year 8   SF Planned Percent increase Year 9   SF Planne	53 Number Needed to Reach Parity								-	-	2	-	-	-	6	-	-	-	-	-	-	
Second percent increase Year 3   Second percent increase Year 4   Second Percent Increase Year 3	54 Planned percent increase Year 1																					
ST   Paraprofessional																						
Second Content Workforce																						
Society   Soci	57 Planned percent increase Year 4																					<entry< td=""></entry<>
Society   Soci	50 F. Berenrefessional																					$\vdash$
Percent in Category		00.70.000	27	2	16	2	15	2		15				1	2		45					- Entry
Percent of Availability   73.9%   0.0%   26.1%   0.0%			31	•		•		0.40/	0.00/		0.00/	0.00/	0.00/	2.70/	0.40/	0.00/		0.00/	0.00/	0.00/	0.00/	
Percent Underutilized   Fercent Underutilized   Ferc		^Entry		8.1%	43.2%	8.1%	40.5%															
No								73.9%	0.0%	20.1%	0.0%	0.0%	0.0%	0.0%	00.270	0.0%	20.1%	0.0%	0.0%	0.0%	0.0%	CEntry
Second Description   Second								-	No	No	No	No	No	No		No	No	No	No	No	No	
Planned percent increase Year 1								-				NO	NO			NO	NO	NO				-
Planned percent increase Year 2   Planned percent increase Year 3   Planned percent increase Year 4   Planned percent increase Year 3   Plan								-	-	-	-	-	-		21	-	-	-	-	-		<entry< td=""></entry<>
Planned percent increase Year 3   Planned percent increase Year 4   Planned percent increase Year 3   Planned percent increase Year 3   Planned percent increase Year 3   Planned percent increase Year 2   Planned percent increase Year 2   Planned percent increase Year 2   Planned percent increase Year 3   Planned percent increase Year 3   Planned percent increase Year 2   Planned percent increase Year 3   Planned percent increase Year 2   Planned percent increase Year 3   Plan								-														
Planned percent increase Year 4								·														
72   Administrative Support   Administrative S																						
74 Current Workforce 00-70,000 85 6 25 0 54 6 25 0 0.0% 1 0.0% 1.2% 0.0% 0.0% 1.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	72																					
To   Percent in Category   Nettry   T.1%   29.4%   63.5%   T.1%   0.0%   28.2%   0.0%   0.0%   0.0%   1.2%   0.0%   0.0%   62.4%   1.2%   0.0%   0.																						
Percent of Availability			85	-		0		6						1				1				<entry< td=""></entry<>
21% 1% 3% 19% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1%		^Entry		7.1%	29.4%		63.5%	7.1%	0.0%	28.2%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	62.4%	1.2%	0.0%	0.0%	0.0%	
No   Yes   Yes   No   No   Yes   Yes   No   No   Yes   No   No   Yes   No   No   No   Yes   No   No   No   No   No   No   No   N	,							44.2%	0.0%			3.0%	0.0%	0.0%	18.8%		8.5%	0.0%	1.2%	0.0%	0.0%	<entry< td=""></entry<>
Number Needed to Reach Parity	79 Percent Underutilized									21%	1%	3%			19%				1%			1
22   Planned percent increase Year 1	80 Underutilized (Yes/No)								No	Yes	Yes	Yes	No	No	Yes	Yes	No	No	Yes	No	No	
33   Planned percent increase Year 2	81 Number Needed to Reach Parity								-	18	1	2	-	-	15	1	-	-	1	-	-	1
94 Planned percent increase Year 3 Company of the c																						
85 Planned percent increase Year 4 <a href="#"><entry< a=""></entry<></a>																						
	85 Planned percent increase Year 4																					<entry< td=""></entry<>

	A	В	С	D	E	F	G	H	1	J	K	L	М	N	0	Р	Q	R	S	T	U	V
1	Job Category	Salary Range		T	otal Workfor	ce					Ma	le						Fem	ale			
2	Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	l
87	7 - Skilled Craft																					
88	Current Workforce	00-70,000	109	9	98	0	2	9		94	2	-		2			2					<entry< td=""></entry<>
89	Percent in Category	^Entry		8.3%	89.9%		1.8%	8.3%	0.0%	86.2%	1.8%	0.0%	0.0%	1.8%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	
90	Percent of Availability							52.9%	0.0%	47.1%	0.0%	0.0%	0.0%	0.0%	52.9%	0.0%	47.1%	0.0%	1.2%	0.0%	0.0%	<entry< td=""></entry<>
93	Percent Underutilized														53%		45%		1%			
94	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	Yes	No	Yes	No	No	
95	Number Needed to Reach Parity													-	57		49		1			
96	Planned percent increase Year 1																					<entry< td=""></entry<>
	Planned percent increase Year 2																					<entry< td=""></entry<>
	Planned percent increase Year 3																					<entry< td=""></entry<>
99	Planned percent increase Year 4																					<entry< td=""></entry<>
100	O Comice Maintenance													-								$\vdash$
	8 - Service-Maintenance Current Workforce	00-70.000	740	0	487	3	241	0		484	2			4	0		044					<entry< td=""></entry<>
		^Entry	740	9				9	0.00/		2 00/	0.00/	0.00/	0.40/	3	0.00/	241	0.00/	0.00/	0.00/	0.00/	<entry< td=""></entry<>
	Percent in Category Percent of Availability	^Entry		1.2%	65.8%	0.4%	32.6%	1.2% 41.3%	0.0%	65.4%	0.3%	0.0%	0.0%	0.1%	0.4%	0.0%	32.6%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
								41.3%	2%	57.7%	0.0%	0.0%	0.0%	0.0%	23.1%	0.0%	5.8%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
	Percent Underutilized							-	-,,	N1 -	NI.	N.	NI.		Yes	N.	NI -	N -	N1-	NI.	N -	<b></b>
	Underutilized (Yes/No) Number Needed to Reach Parity							-	Yes	No	No	No	No	No		No	No	No	No	No	No	<del></del>
	Planned percent increase Year 1							-	14	-	-	-	_	-	167	-	-	-	-	-		<entry< td=""></entry<>
	Planned percent increase Year 2							-														<entry< td=""></entry<>
	Planned percent increase Year 3							-														<entry< td=""></entry<>
	Planned percent increase Year 4							-														<entry< td=""></entry<>
114	Tidillied percent increase Teal 4																					- Littly
115	Notes: State and Local Governmen	t Information (EEO4	) - Survey	Year 2017																		
	Census information - EEO-ALL02R					nicity for R	esidence G	eography, T	otal Popula	tion https://	www.bls.gc	v/cps/demo	graphics.h	tm#race								
117								5 1 7														

A	В	С	D	E	F	G	Н		J	K	L	M	N	0	Р	Q	R	S	T	U	V
1 Job Category	Salary Range		To	otal Workfor	ce					Ma	ale						Fen	nale			
2 Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	
3 1 - Officials & Administrators																					
4 Current Workforce	\$63,662-\$67,320	8	0	4	0	4			4							4					<entry< td=""></entry<>
5 Percent in Category	^Entry			50.0%		50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	
6 Percent of Availability							81.3%	0.7%	12.7%	2.6%	0.0%	0.0%	0.0%	71.9%	0.0%	9.4%	1.1%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
9 Percent Underutilized														72%							
10 Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No	
11 Number Needed to Reach Parity								-	-	-	-	-	-	5	-	-	-	-	-	-	
12 Planned percent increase Year 1																					<entry< td=""></entry<>
13 Planned percent increase Year 2																					<entry< td=""></entry<>
14 Planned percent increase Year 3																					<entry< td=""></entry<>
15 Planned percent increase Year 4																					<entry< td=""></entry<>
16 17 2 - Professionals																					
17 2 - Professionals 18 Current Workforce	\$49.186-\$59.684	14	1	6	0	7	- 1		6							7					<entry< td=""></entry<>
19 Percent in Category	^Entry	14	7.1%	42.9%	U	50.0%	7.1%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	
20 Percent in Category 20 Percent of Availability	Enury		7.1%	42.9%		50.0%	64.2%	0.0%	24.4%	2.3%	0.0%	0.0%	0.0%	50.5%	0.0%	18.6%	2.3%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
23 Percent Underutilized							04.276	0.0%	24.470	2.3%	0.0%	0.0%	0.0%	51%	0.0%	10.0%	2.370	0.0%	0.0%	0.0%	<lifty< td=""></lifty<>
24 Underutilized (Yes/No)							-	No	No	No	No	No	No	Yes	No	No	No	No	No	No	<del>                                     </del>
25 Number Needed to Reach Parity							-			- 140	140	140	- 140	7	- 140		140		- 140	- 140	┼──
26 Planned percent increase Year 1							-	_			-		-	- '	-		_	-	-	-	<entry< td=""></entry<>
27 Planned percent increase Year 2							- I														<entry< td=""></entry<>
28 Planned percent increase Year 3							i i														<entry< td=""></entry<>
29 Planned percent increase Year 4							1														<entry< td=""></entry<>
301																					
31 3 - Technicians																					
32 Current Workforce	\$49,246-\$54,795	16	1	9	1	5	1		8		1			1		5					<entry< td=""></entry<>
33 Percent in Category	^Entry		6.3%	56.3%	6.3%	31.3%	6.3%	0.0%	50.0%	0.0%	6.3%	0.0%	0.0%	6.3%	0.0%	31.3%	0.0%	0.0%	0.0%	0.0%	
34 Percent of Availability							57.1%	0.0%	25.0%	9.5%	0.0%	0.0%	0.0%	39.3%	0.0%	22.6%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
37 Percent Underutilized										10%				33%							<b>↓</b>
38 Underutilized (Yes/No)								No	No	Yes	No	No	No	Yes	No	No	No	No	No	No	<b></b>
39 Number Needed to Reach Parity								-	-	1	-	-	-	5	-	-	-	-	-	-	
40 Planned percent increase Year 1																					<entry< td=""></entry<>
41 Planned percent increase Year 2																					<entry< td=""></entry<>
42 Planned percent increase Year 3																					<entry< td=""></entry<>
43 Planned percent increase Year 4																					<entry< td=""></entry<>

A		В	С	D	E	F	G	Н	ı	J	K	L	М	N	0	Р	Q	R	S	Т	U	V
1 Job Category		Salary Range		To	otal Workfor	ce					Ma	ile						Fer	nale			
2 Use EEO-4		(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	
45 4 - Protective Service																						
46 Current Workforce		\$27,828-\$37,594	18	0	11	0	7	-		11							7					<entry< td=""></entry<>
47 Percent in Category		^Entry			61.1%		38.9%	0.0%	0.0%	61.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.9%	0.0%	0.0%	0.0%	0.0%	
48 Percent of Availability								58.1%	1.9%	25.6%	7.0%	0.0%	0.0%	0.0%	25.6%	1.9%	23.3%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
51 Percent Underutilized											7%				26%							
52 Underutilized (Yes/No)									No	No	Yes	No	No	No	Yes	No	No	No	No	No	No	
53 Number Needed to Rea	ch Parity								-	-	1	-	-	-	4	-	-	-	-	-	-	
54 Planned percent increas																						<entry< td=""></entry<>
55 Planned percent increas																						<entry< td=""></entry<>
56 Planned percent increas																						<entry< td=""></entry<>
57 Planned percent increase	se Year 4																					<entry< td=""></entry<>
59 5 - Paraprofessional																						
60 Current Workforce		\$51,000-\$57,142	5	0	3	2	0		1	2					2							<entry< td=""></entry<>
61 Percent in Category		^Entry		-	60.0%	40.0%		0.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
62 Percent of Availability		Lifty			60.0%	40.0%		73.9%	0.0%	26.1%	0.0%	0.0%	0.0%	0.0%	65.2%	0.0%	26.1%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
65 Percent Underutilized								73.978	0.078	20.176	0.078	0.078	0.0 /6	0.078	25%	0.078	26%	0.078	0.078	0.078	0.0 /6	· Linuy
66 Underutilized (Yes/No)								-	No	No	No	No	No	No	Yes	No	Yes	No	No	No	No	<b></b>
67 Number Needed to Rea	ch Parity							-		-	-		- 140		103		100		-		- 110	<u> </u>
68 Planned percent increas								-	_	_	-	-		-		-		-	-		-	<entry< td=""></entry<>
69 Planned percent increas																						<entry< td=""></entry<>
70 Planned percent increas	se Year 3							1														<entry< td=""></entry<>
71 Planned percent increas								1														<entry< td=""></entry<>
72																						
73 6 - Administrative Sup	port																					
74 Current Workforce		\$30,274-\$56,168	49	0	13	2	34			13					2		34					<entry< td=""></entry<>
75 Percent in Category		^Entry			26.5%	4.1%	69.4%	0.0%	0.0%	26.5%	0.0%	0.0%	0.0%	0.0%	4.1%	0.0%	69.4%	0.0%	0.0%	0.0%	0.0%	
76 Percent of Availability								44.2%	0.0%	49.7%	1.2%	3.0%	0.0%	0.0%	18.8%	1.2%	8.5%	0.0%	1.2%	0.0%	0.0%	<entry< td=""></entry<>
79 Percent Underutilized										23%		3%			15%							<u> </u>
80 Underutilized (Yes/No)									No	Yes	No	Yes	No	No	Yes	No	No	No	No	No	No	<b></b>
81 Number Needed to Rea									-	11	-	1	-	-	7	-	-	-	-	-		<del></del>
82 Planned percent increas								-														<entry< td=""></entry<>
83 Planned percent increas																						<entry< td=""></entry<>
84 Planned percent increas																						<entry< td=""></entry<>
<ul><li>85 Planned percent increas</li><li>86</li></ul>	se rear 4																					<entry< td=""></entry<>

	A	В	С	D	E	F	G	Н		J	K	L	М	N	0	Р	Q	R	S	T	U	V
1	Job Category	Salary Range		T	otal Workfor	rce					Ma	ile						Fem	ale			
2	Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	W	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	1
87	7 - Skilled Craft																					
88	Current Workforce	\$33,697-\$58,919	90	5	82	0	3	5	1	78	2	1					3					<entry< td=""></entry<>
89	Percent in Category	^Entry		5.6%	91.1%		3.3%	5.6%	1.1%	86.7%	2.2%	1.1%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	
90	Percent of Availability							52.9%	0.0%	47.1%	0.0%	0.0%	0.0%	0.0%	52.9%	0.0%	47.1%	0.0%	1.2%	0.0%	0.0%	<entry< td=""></entry<>
93	Percent Underutilized														53%		44%		1%			
94	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	Yes	No	Yes	No	No	
95	Number Needed to Reach Parity								-	-	-	-	-	-	47	-	39	-	1	-	-	
96	Planned percent increase Year 1																					<entry< td=""></entry<>
97	Planned percent increase Year 2																					<entry< td=""></entry<>
98	Planned percent increase Year 3																					<entry< td=""></entry<>
99	Planned percent increase Year 4																					<entry< td=""></entry<>
100																						
	8 - Service-Maintenance			_				_														<del></del>
	Current Workforce	\$24,247-\$62,951	468	3	319	1	145	3	-	318	1	-	-	-	1	1	144	-	-			<entry< td=""></entry<>
	Percent in Category	^Entry		0.6%	68.2%	0.2%	31.0%	0.6%	0.0%	67.9%	0.2%	0.0%	0.0%	0.0%	0.2%	0.2%	30.8%	0.0%	0.0%	0.0%	0.0%	<b></b> _
	Percent of Availability							41.3%	1.9%	57.7%	0.0%	0.0%	0.0%	0.0%	23.1%	0.0%	5.8%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
	Percent Underutilized								2%						23%							L
	Underutilized (Yes/No)								Yes	No	No	No	No	No	Yes	No	No	No	No	No	No	
	Number Needed to Reach Parity								8	-	-	-	-	-	107	-	-	-	-	-	-	<u> </u>
	Planned percent increase Year 1																					<entry< td=""></entry<>
	Planned percent increase Year 2																					<entry< td=""></entry<>
	Planned percent increase Year 3																					<entry< td=""></entry<>
113	Planned percent increase Year 4													_								<entry< td=""></entry<>
115	Notes: State and Local Governmen	t Information (EEO/	I) - Survey	Vear 2017																		<del>                                     </del>
	Census information - EEO-ALL02R					nicity for D	ocidonao G	oography T	otal Papula	tion https://s	may ble ac	w/one/dome	aranhiae h	tm#raco								<b>—</b>
110	Census inionnation - EEO-ALLUZK	- Detailed Cellsus	Occupation	i by Sex, al	iu Nace/Eli	IIIICILY IOI K	esiderice G	eography, i	otal Popula	ilion ntips.//	www.bis.gc	w/cps/demo	ygraphics.h	iiii#iaCe								<b>—</b>
117																						<b></b>